

**New Jersey State Department of Education
Division of Field Services**



**Comprehensive Equity Plan
for School Years 2025-26 through 2027-28**

Instructions and Forms

To Assist School Districts, Charter Schools and Renaissance School Projects in Developing
A Comprehensive Equity Plan to Provide Equity in Educational Activities and Programs

New Jersey State Board of Education

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General Information

Purpose

In September 2023, the State Board of Education re-adopted N.J.A.C. 6A:7, Managing for Equity in Education, which outlines responsibilities for achieving and maintaining compliance with all state and federal laws governing equity in educational activities and programs. As a result, all school districts, including charter schools and renaissance school projects are mandated to develop a three-year Comprehensive Equity Plan (CEP). The responsibility of each board of education of every public school district and charter school or renaissance school project board of trustees in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices and conditions within or affecting its schools. The role of the New Jersey Department of Education (NJDOE) is to ensure that each district, charter school or renaissance school project complies with equity requirements, and to provide guidelines to accomplish that result.

The CEP enables school districts, charter schools and renaissance school projects to demonstrate compliance with all applicable laws, codes, and regulations, including, but not limited to, the following:

Federal Laws

- Titles VI and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Equal Pay Act
- The Americans with Disabilities Act of 1990
- Individuals with Disabilities Education Act (I.D.E.A.)

State Laws

- Article I, Paragraph 5 of the New Jersey State Constitution
- N.J.S.A.18A:36-20, Equality in Educational Programs
- N.J.S.A.10:5 New Jersey Law Against Discrimination
- New Jersey Administrative Code (N.J.A.C.) 6A:7
- N.J.S.A. 18A:35-1, History of the United States and New Jersey
- N.J.S.A. 18A:36-20, Prohibition of Discrimination

Affirmative Action Team

The following Affirmative Action Team (AAT) members participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT must consist of a minimum of three personnel and be comprised of diverse stakeholders. Add rows to Table 1 as needed.

School District, Charter School or Renaissance School Project Name:

Table 1: Affirmative Action Team Members

School District, Charter School or Renaissance School Project Name:

Table 1: Affirmative Action Team Members

Name	Title	Grade Level	Signature
Dr. Joyce Boley	Assistant Superintendent of Academics Affirmative Action Officer	K-12	
Nicole Tibbetts	Director of Human Resources Affirmative Action Officer	K-12	
Jocelyne Kwiecinski	Senior Manager of Human Resources	K-12	
Danielle DiNinno	Director of Elementary Education	K-6	
Christine Sce	Director of Secondary Education	7-12	
Frank Malta	Supervisor of Athletics	K-12	
Danielle Blalock	Supervisor of Student Services	K-12	
Vanessa Amaturro	Supervisor of Counseling and Careers	6-12	

District, Charter School or Renaissance School Project Comprehensive Equity Plan Needs Assessment

Needs assessments for:

- Board Responsibilities (Tables 2–4)
- Staff Development and Training (Table 5)
- School and Classroom Practices (Table 6–13)

Directions

Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non-compliant **must** be addressed in the Comprehensive Equity Plan Corrective Action forms.

Board Responsibilities

N.J.A.C. 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard

Adopt or re-adopt and implement written educational equity policies that require the following: (N.J.A.C. 6A:7-1.4a)

Table 2: Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Identify and address all forms of prejudice and discrimination in all district, charter or renaissance school project activities and programs, practices, curricula, instructional materials and assessments.	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy and Regulation 1510, Americans with Disabilities Act, 8/9/2018 (revised) Board Policy 1511, Board of Education Website Accessibility, 12/15/2022 (revised) Board Policy 1523, Comprehensive Equity Plan, 10/10/2024 (revised) Board Policy 2110, Philosophy of Education/District Mission Statement, 7/10/2008 (adopted) Board Policy 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy and Regulation 5550, Disaffected Students, 7/26/2012 (adopted) Board Policy 5750, Equal Educational Opportunity, 10/10/2024 (revised) Board Regulation 5750, Equal Educational Opportunity Complaint Procedure, 8/28/2008 (adopted)	

<p>Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).</p>	<p>Yes</p>	<p>Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy and Regulation 1510, Americans with Disabilities Act, 8/9/2018 (revised) Board Policy and Regulation 1581, Domestic Violence, 1/17/2021 (revised) Board Policy 1511, Board of Education Website Accessibility, 12/15/2022 (revised) Board Policy 1523, Comprehensive Equity Plan, 10/10/2024 (revised) Board Policy 2110, Philosophy of Education/District Mission Statement 7/10/2008 (adopted) Board Policy 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy and Regulation 5111, Eligibility of Resident/Nonresident Students, 10/10/2024 (revised) Board Policy 5113, Postgraduate Students, 8/9/2018 (adopted) Board Policy 5116, Education of Homeless Children, 10/10/2024 (revised) Board Regulation 5116, Education of Homeless Children and Youths, 10/10/2024 Board Policy and Regulation 5550, Disaffected Students, 7/26/12 (adopted) Board Policy 5750, Equal Educational Opportunity, 10/10/24 (revised) Board Regulation 5750, Equal Educational Opportunity Complaint Procedure, 8/28/08 (adopted) Board Policy 5756, Transgender Students, 12/5/2019 (revised) Student Assistance Programs School Counseling Curriculum Alternative Programs, The FLEX Program Alternative Programs, The College Pathways Program District Website District Staff Portal Employee Handbook Student Handbook Translation Service Company Translation of Materials to dominant languages of English Language Learners (ELL) Broadcasting of Board of Education Meetings</p>	
<p>Provide equitable treatment for pregnant and married students</p>	<p>Yes</p>	<p>Board Policy 5752, Marital Status and Pregnancy, 8/9/2018 (adopted) Student Assistance Programs School Counseling Curriculum Alternative Programs, The FLEX Program Nursing support for students</p>	
<p>Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).</p>	<p>Yes</p>	<p>Board Policy 3351, Healthy Workplace Environment, 8/9/2018 (adopted) Board Policy 3362, Sexual Harassment, 2/7/2008 (adopted) Board Regulation 3362, Sexual Harassment of Teaching Staff Members Complaint Procedure, 8/9/2018 (revised) Board Policy 4351, Healthy Workplace Environment, 8/9/2018</p>	

		(adopted) Board Policy and Regulation 5512, Harassment, Intimidation, and Bullying, 12/15/2022 (revised) School Mentor Program Components Staff Mentor Program Requirements Sources of Strength Program Materials New Student Orientation Agenda New Teacher Orientation Agenda	
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Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Approval of two (2) Affirmative Action Officers Annual Board Approval of District 504 Coordinator Annual Board Approval of Title IX Coordinator Student Assistant Specialists	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Board Approved Professional Development Plan Board Approved Mentoring Plan Global Compliance Network Board Policy 3240, Professional Development for Teachers and School Leaders, 8/9/2018 Board Regulation 3240, Professional Development for Teachers and School Leaders, 8/9/2017 Board Policy 4240, Employee Training, 11/12/2013 Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy 1523, Comprehensive Equity Plan, 10/10/2024 (revised)	
Authorize the Affirmative Action Officer and team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter and Renaissance school projects will report annual progress in the NJDOE, Office of Charter	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Resolution Affirmative Action Team Meeting Agendas	

and Renaissance Schools Annual Report.			
Collect and analyze Annual Yearly Progress Target data for underperforming student groups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K–12 promotion/retention data; Pre-K–12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming student groups on Annual Yearly Progress Target reports for State assessments.	Yes	<p>Assessment and Achievement Data</p> <p>Retention Data</p> <p>Expulsion/Suspension Data</p> <p>CST Referral Data</p> <p>Board Policy 1140 – Educational Equity Policies/Affirmative Action, 10/10/2024 (revised)</p> <p>Board Policy & Regulation 2423 – Bilingual Education, 10/10/2024 (revised)</p> <p>Board Policy 2610 – Educational Program Evaluation, 10/17/2019 (revised)</p> <p>Policy & Regulation 2622 – Student Assessment, 3/17/2022 (revised)</p> <p>Board Policy 5113, Post-Graduate Students, 8/9/2018 (adopted)</p> <p>Board Policy and Regulation 5116, Education of Homeless Children, 10/10/2024 (revised)</p> <p>Board Policy and Regulation 5550, Disaffected Pupils, 7/26/12 (adopted)</p> <p>Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised)</p> <p>Board Regulation 5750, Equal Educational Opportunity Complaint Procedure 8/28/2008 (adopted)</p> <p>Board Policy 5752, Marital Status and Pregnancy 8/9/2018 (adopted)</p> <p>Board Policy 2200, Curriculum Content 8/9/2018 (revised)</p> <p>Board Policy 2260, Equity in School and Classroom Practices. 10/10/2024 (revised)</p> <p>Board Policy 5756, Transgender Students, 12/5/2019 (revised)</p> <p>Student Assistance Programs</p> <p>School Counseling Curriculum</p> <p>EB Flex School Program</p>	

Table 4: Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equity in educational activities and programs.	Yes	<p>Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised)</p> <p>Board Policy 1530, Equal Employment Opportunities, 10/10/2024 (revised)</p> <p>Board Regulation 1530, Equal Employment Opportunity Complaint Procedure, 10/10/2024 (revised)</p> <p>Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)</p> <p>Student Handbook</p> <p>District Website</p> <p>Participation on the East Brunswick Interfaith Clergy Council</p> <p>Board Meeting Discussions (recorded and posted for public viewing)</p>	

		Board Member representation on ADA Coalition, Equity in Action, Human Relations Council Committees	
Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and train the AAO to handle the district, charter, or renaissance school projects equity responsibilities.	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Job Description, Affirmative Action Officer Annual Training of AAO Meetings with Legal Counsel AA Resources Global Compliance Network	
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Regulation 1530, Equal Employment Opportunity Complaint Procedure, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Employee Handbook Student Handbook District Website	
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Regulation 1530, Equal Employment Opportunity Complaint Procedure, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 3362, Sexual Harassment, 2/7/2008 (adopted) Board Regulation 3362, Sexual Harassment of Teaching Staff Members Complaint Procedure, 8/9/2018 (revised) Board Policy 5116, Education of Homeless Children, 10/10/2024 (revised) Board Regulation 5116, Education of Homeless Children and Youths, 10/10/2024 (revised) Employee Handbook Student Handbook District Website	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	Board Policy 2415 – Every Student Succeeds Act 12/15/2022 (revised) Board Regulation 2415 – Title I Services 8/9/2017 (adopted) Board Policy 2610 – Educational Program Evaluation 10/17/2019 (revised) Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Regulation 2260, Equity in School and Classroom Practices, 10/10/24 (revised) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised)	

		<p>Board Regulation 5750, Equal Educational Opportunity Complaint Procedure, 8/28/2008 (adopted)</p> <p>Board Policy 9120 Public Relations Program, 9/15/2011 (adopted)</p> <p>Board Regulation 9120 Public Information Program, 9/15/2011 (adopted)</p> <p>Board Presentations</p> <p>Board Meeting State Assessment Reporting (8/29/2024)</p> <p>Board of Education meetings are recorded and posted online for public viewing</p>	
<p>Authorize the AAO to conduct yearly equity training for all staff.</p>	Yes	<p>Global Compliance Network</p> <p>Cultural Awareness and Implicit Bias Training (New Teacher Induction Meeting)</p> <p>Diversity, Equity, Inclusion, Belonging (DEIB) Training K-12, 2024-2025 school year</p> <p>District Staff Development Catalog</p> <p>District Schools' Opening Meeting Agendas</p> <p>Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised)</p> <p>Board Policy 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)</p> <p>Board Regulation 2260, Equity in School and Classroom Practices, 10/10/24 (revised)</p> <p>Board Policy 3362, Sexual Harassment, 2/7/2008 (adopted)</p> <p>Board Regulation 3362, Sexual Harassment of Teaching Staff Members Complaint Procedure, 8/9/2018 (revised)</p> <p>Board Policy 4352, Sexual Harassment, 2/7/2008 (adopted)</p> <p>Board Regulation 4352, Sexual Harassment of Support Staff Members Complaint Procedure, 8/9/2018 (adopted)</p>	
<p>A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the county vocational school district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.</p>	N/A	(For County Vocational School Districts Only)	

Staff Development and Training

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) **every school year**, as follows (Table 5).

Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)

Staff Development and Training	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
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All certificated (administrative and professional) staff.	Yes	Parent University Webpage Staff Development Catalog GCN Department Meeting Agendas Professional Development Day Board Approval List of Out-of-District Workshops Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Regulation 1530 Equal Employment Opportunity Complaint Procedure, 8/9/2017 (adopted) Board Policy 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Regulation 2260, Equity in School and Classroom Practices, 10/10/24 (revised) Board Policy 3362, Sexual Harassment, 2/7/2008 (adopted) Board Regulation 3362, Sexual Harassment of Teaching Staff Members Complaint Procedure, 8/9/2018 (revised) Board Policy 1523 – Comprehensive Equity Plan, 10/10/2024, (revised) Board Policy & Regulation 3240 – Professional Development for Teachers and School Leaders, 8/9/2018	
All non-certificated (non-professional) staff	Yes	Parent University Webpage Staff Development Catalog GCN District Staff Development Catalog Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Regulation 1530 Equal Employment Opportunity Complaint Procedure, 8/9/2017 (adopted) Board Regulation 2260, Equity in School and Classroom Practices, 10/10/24 (revised) Board Policy 4352, Sexual Harassment, 2/7/2008 (adopted) Board Regulation 4352, Sexual Harassment of Support Staff Members Complaint Procedure, 8/9/2018 (adopted) Board Policy & Regulation 4240 – Employee Training, 11/12/2013 (adopted)	

School and Classroom Practices

A. Equity in Curriculum

(Tables 6 and 7)

N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard

Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the New Jersey Student Learning Standards and address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational activities and programs and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not limited to, the following (Tables 6 and 7)

Table 6: Equity in Curriculum

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
School climate and culture, safe and positive learning environment.	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 5113, Post-Graduate Students, 8/9/2018 (adopted) Board Policy and Regulation 5116, Education of Homeless Children, 10/10/2024 (revised) Board Policy and Regulation 5550, Disaffected Pupils, 7/26/2012 (adopted) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised) Board Regulation 5750, Equal Educational Opportunity Complaint Procedure, 8/28/2008 (adopted) Board Regulation 1530 Equal Employment Opportunity Complaint Procedure, 10/10/2024 (revised) Board Policy and Regulation 2417, Student Intervention and Referral Services, 12/15/2022 (revised) Board Policy 5752, Marital Status and Pregnancy 8/9/2018 (adopted) Board Policy 5756, Transgender Students, 12/5/2019 (revised) Board Policy 5512 – Harassment, Intimidation, or Bullying 12/15/2022 (revised) Board Student Services Committee meeting minutes Translation Services Staff Mentor Program Requirements Sources of Strength Program Materials New Student Orientation Agenda School-based Climate Team meetings	
Courses of study, including Physical Education	Yes	Board Approved Curriculum Guides Board Approved Course Guide Board Approved Course Adoption Naviance Board Policy 2260, Equity in School and Classroom Practices, 10/10/24 (revised) Board Regulation 2260, Equity in School and Classroom Practices, 10/10/24 (revised) Board Policy 5113, Post-Graduate Students, 8/9/2018 (revised) Board Policy 2422, Comprehensive Health and Physical Education, 1/20/22 (revised) Board Policy and Regulation 5116, Education of Homeless Children, 10/10/2024 (revised) Board Policy and Regulation 5550, Disaffected Pupils, 7/26/12 (adopted) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised) Board Regulation 5750, Equal Educational Opportunity Complaint Procedure, 8/28/2008 (adopted) Board Policy and Regulation 5338, Diabetes Management, 9/16/2010 (adopted)	

		Board Policy & Regulation 2200 – Curriculum Content, 8/9/2018 (revised)	
Library materials/Instructional materials and strategies	Yes	Board Approved Curriculum Guides Board Approved Course Guide Board Approved Course Adoption Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Policy & Regulation 2260 – Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy & Regulation 2520 – Instructional Supplies, 12/14/2023 (revised) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised)	
Technology/software and audio-visual materials	Yes	Board Approved Curriculum Guides Board Approved Course Guide Board Approved Course Adoption Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Policy 2360, Use of Technology, 8/9/2018 (adopted) Board Policy 2361 and Regulation, Acceptable Use of Computer Networks/Computers and Resources, 9/27/2012 (adopted) Board Policy 7523, School District Provided Technology Devices to Students, 8/9/2018 (adopted) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised)	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Policy and Regulation 5550, Disaffected Pupils, 7/26/2012 (adopted) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised) Board Regulation 5750, Equal Educational Opportunity Complaint Procedure, 8/28/2008 (adopted) Board Policy & Regulation 2260 – Equity in School and Classroom Practices 10/10/2024 (revised) Board Policy & Regulation 2411 – Guidance Counseling 10/10/2024 (revised) Board Policy 5512 – Harassment, Intimidation, Bullying 12/15/2022 (revised) Board Policy 5541 Anti-Hazing 3/17/2022 (revised) Board Policy & Regulation 5751 – Sexual Harassment of Students 1/20/2022 (revised) Translation Service Company Student Assistance Programs School Counseling Curriculum Sources of Strength Programs	
Extra-curricular activities and programs	Yes	Board Policy 1140, Educational Equity Policies/Affirmative Action, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy and Regulation 5111, Eligibility of Resident/Non-Resident Students, 10/10/2024 (revised) Board Policy 5512, Harassment, Intimidation and Bullying,	

		<p>12/15/2022 (revised)</p> <p>Board Policy 5113, Post-Graduate Students, 8/9/2018 (adopted)</p> <p>Board Policy and Regulation 5116, Education of Homeless Children, 10/10/2024 (revised)</p> <p>Board Policy and Regulation 5337, Service Animals, 5/30/2019 (revised)</p> <p>Board Policy and Regulation 5338, Diabetes Management, 9/16/2010 (adopted)</p> <p>Board Policy and Regulation 5550, Disaffected Pupils, 7/26/2012 (adopted)</p> <p>Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised)</p> <p>Board Regulation 5750, Equal Educational Opportunity Complaint Procedure, 8/28/2008 (adopted)</p> <p>Unified Sports (Pairing special needs students with their peers)</p>	
Tests and other assessments	Yes	<p>Email for homework free breaks</p> <p>List of state approved holidays</p> <p>Board Policy 2110, Philosophy of Education/District Mission Statement, 7/10/2008 (adopted)</p> <p>Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised)</p> <p>Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)</p> <p>Board Policy 8210, School Year, 3/4/2021 (revised)</p> <p>Board Policy and Regulation 5200, Attendance, 8/31/2023 (revised)</p> <p>Board Policy 2428.1 – Standards-Based Instructional Priorities 8/9/2018 (adopted)</p> <p>Board Policy & Regulation 2622 – Student Assessment 3/17/2022 (revised)</p> <p>Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised)</p>	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	<p>Electronic Scheduling</p> <p>Student Interviews (Grades 5-12)</p> <p>Counseling Support Groups</p> <p>Board Policy 2110, Philosophy of Education/District Mission Statement, 8/10/2008 (adopted)</p> <p>Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised)</p> <p>Board Regulation 2200, Curriculum Content, 10/10/2024 (revised)</p> <p>Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)</p> <p>Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised)</p>	

Table 7: Equity in Curriculum

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Include a multicultural curriculum in the	Yes	<p>Curriculum Compliance Folder QSAC</p> <p>Board Approved Curriculum Guides</p>	

<p>instructional content and practices across the curriculum.</p>		<p>Board Approved Course Guide Board Approved Course Adoption School-wide initiatives (Black History Month, Kindness and Justice Challenges/MLK Celebrations) Board Policy 2110, Philosophy of Education/District Mission Statement, 8/10/2008 (adopted) Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) ESL Literacy Nights Individual school activities listed in NJ Performance Report</p>	
<p>Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)</p>	<p>Yes</p>	<p>Curriculum Compliance Folder QSAC Board Approved Curriculum Guides Board Approved Course Guide Board Approved Course Adoption Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 2428.1 Standards-Based Instructional Priorities, 8/9/2018 (adopted) School-wide initiatives (Black History Month, Kindness and Justice Challenges/MLK Celebrations) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy 2422, Comprehensive Health and Physical Education, 1/20/22 (revised)</p>	
<p>Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)</p>	<p>Yes</p>	<p>Curriculum Compliance Folder QSAC Board Approved Curriculum Guides Board Approved Course Guide Board Approved Course Adoption Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 2428.1 Standards-Based Instructional Priorities, 8/9/2018 (adopted) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised)</p>	
<p>Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions</p>	<p>Yes</p>	<p>Curriculum Compliance Folder QSAC Board Approved Curriculum Guides Board Approved Course Guide Board Approved Course Adoption Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)</p>	

constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).		Board Policy 2428.1 Standards-Based Instructional Priorities, 8/9/2018 (adopted) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised)	
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B. Equity in Student Access

(Tables 8–10)

N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard

Provide equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows (Table 8):

Table 8: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	Board Policy and Regulation 5310, Health Services, 12/14/2023 (revised) Board Policy 5116, Education of Homeless Children and Youths, 10/10/2024 (revised) Board Policy 5337, Service Animals, 5/30/2019 (revised) Board Policy and Regulation 7100, Long Range Facilities Planning, 8/9/2018 (adopted) Board Policy and Regulation 7102, Site Selection and Acquisition, 8/9/2018 (revised) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Student Services Committee meeting minutes Board Policy 2418, Section 504 of the Rehabilitation Act of 1973 students, 8/9/2018 (revised) Translation services	
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter or renaissance school project’s overall minority racial and ethnic representation.	Yes	Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) NJ Performance Report	

Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Board Policy 7100, Long-Range Facilities Planning, 8/9/2018 (adopted) Board Regulation 7100, Long-Range Facilities Planning, 8/9/2017 (issued) Board Policy 7102, Site Selection and Acquisition, 8/9/2018 (adopted) Board Regulation 7102, Site Selection and Acquisition, 8/9/2017 (issued) Board Buildings & Grounds Committee	
Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions based on gender identity, provided the course content for each such separately conducted sessions is the same.	Yes	Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Students populated into courses electronically Clubs and activities are open to all students Student Interviews (Grades 5-12) Board Policy 5116, Education of Homeless Children and Youths, 10/10/2024 (revised)	

Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities (Tables 9 and 10)

Table 9: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	SAGES and Naglieri testing plus board policies/FOCUS description School Counselors and Teaching staff promote these programs to all students; Rubrics are developed for evaluating eligibility. Board Policy 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy 2464, Gifted and Talented Students, 8/5/2021 (revised) Board Regulation 2464. Gifted and Talented Students,	

		3/18/2009 (adopted) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Board Policy 2417, Student Intervention and Referral Services, 12/15/2022 (revised) Board Regulation 2417, Student Intervention and Referral Services, 8/9/2018 (revised) Board Policy 2460, Special Education, 4/1/2017 (adopted) Board Policy and Regulation 5410, Promotion and Retention, 8/9/2018 (adopted) Board Policy and Regulation 5420, Reporting Student Progress, 8/9/2018 (adopted) Board Policy and Regulation 5550, Disaffected Students, 7/26/2012 (adopted) Board Policy and Regulation 5610, Suspension, 1/8/2021 (revised) Board Policy 5620, Expulsion, 1/7/2021 (revised) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Translation services	
Ensure equitable and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	School Counselors and Teaching staff promote these courses to all students; Board Approved Curriculum Guides Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Policy 2360, Use of Technology, 8/9/2018 (adopted) Board Policy 2361 and Regulation, Acceptable Use of Computer Networks/Computers and Resources, 9/27/2012 (adopted) Board Policy 7523, School District Provided Technology Devices to Students, 8/9/2018 (adopted) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 2421 – Career and Technical Education 12/16/2021 (revised)	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	Yes	Board Approved ESL Curriculum Translation Services Board Policy & Regulation 2423 – Bilingual Education 10/10/2024 (revised) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) ESL Literacy Nights	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	Board Policy 5339, Screening for Dyslexia, 8/9/2018 (revised) Board Policy 2460, Special Education, 4/27/2017 (adopted) Board Regulation 2460, Special Education, 8/9/2018 (adopted) Board Policy and Regulation 2418, Section 504 of the	

		Rehabilitation Act of 1973 - Students, 8/9/2017 (adopted) Board Policy & Regulation 1510 – American with Disabilities Act 8/9/2018 (revised) Board Policy & Regulation 5750 – Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)	
Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law.	Yes	Board Policy and Regulation, Eligibility of Resident/Nonresident Students, 10/10/2024 (revised) Translation Service Company Translation of Materials to dominant languages of English Language Learners (ELL)	

Table 10: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	Yes	Board Policy and Regulation 2423, Bilingual, 10/10/20124 (revised) ACCESS 2.0	
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Board Policy 2460, Special Education, 04/27/2017 (adopted) Board Regulation 2460, Special Education, 08/09/2017 (adopted)	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	East Brunswick Community Programs Early Morning and After School Programs East Brunswick Community Programs Enrichment Activities (after school) District Club Offerings School Counseling Groups School Mentor Program Components Sources of Strength Program Materials New Student Orientation Agenda Translation Services Board Policy 2260, Equity in School and Classroom Practices, 10/10/2024 (revised)	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	Yes	Board Policy 5752, Marital Status and Pregnancy 8/9/2018 (adopted) Board Policy 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Counseling Curriculum Student Assistance Programs	

C. Equity in Guidance Programs and Services

N.J.A.C. 6A:7-1.7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998

Ensure that the school district, charter or renaissance school project's guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

Guidance Programs and Services	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a)	Yes	Board Policy 5750, Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy & Regulation 2411 – Guidance Counseling 10/10/2024 (revised) School Mentor Program Components Sources of Strength Program Materials New Student Orientation Agenda Live Translation Services Student Assistance Programs School Counseling Curriculum EB Flex School Program Student Interviews (Grades 5-12) Counseling Support Groups	
The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and non-traditional careers.	Yes	Board Policy 5750, Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy & Regulation 2411 – Guidance Counseling 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) East Brunswick Public Schools Course Catalog School Counseling Curriculum Career Days Military Branch Visits Partnership with EB Magnet School College Fair Trade Fair Military Panel Career Fair	
Guidance counselors are using bias-free materials.	Yes	Board Policy and Regulation 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 5750, Equitable Educational Opportunity, 10/10/2024 (revised) Board Policy & Regulation 2411 – Guidance Counseling 10/10/2024 (revised) School Mentor Program Components	

		Sources of Strength Program Materials New Student Orientation Agenda Live Translation Services Student Assistance Programs School Counseling Curriculum EB Flex School Program	
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D. Equity in Physical Education

N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter or renaissance school project’s physical education program is co-educational, as follows (Table 12):

Table 12: Physical Education

Physical Education	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
All instructional activities are equitable and are co-educational.	Yes	Board Approved Physical Education and Health Curriculum Board Policy 2422, Comprehensive Health and Physical Education, 1/20/2022 (revised) Board Policy 2200, Curriculum Content, 8/9/2018 (revised) Board Regulation 2200, Curriculum Content, 10/10/2024 (revised) Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 5750, Equitable Educational Opportunity, 10/10/2024 (revised)	

E. Equity in Athletic Programs

Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972

Ensure that the district, charter or renaissance school project’s Athletic Program accomplishes the following (Table 13):

Table 13: Athletic Programs

Athletic Programs	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensures relatively equitable numbers of varsity and sub-varsity teams for male and female students.	Yes	Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised) Board Policy 2430, Co-curricular Activities, 9/16/2010 (adopted) Athletics Website Team Listings Coach Job Postings Athletics Schedules Uniform Rotation Chart Athletics Handbook	

<p>Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>Yes</p>	<p>Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised) Board Policy 2430, Co-curricular Activities, 9/16/2010 (adopted) Athletics Website Team Listings Coach Job Postings Athletics Schedules Field/Court Doc Pre Season Coach meeting Athletic Handbook</p>	
<p>Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>Yes</p>	<p>Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised) Board Policy 2430, Co-curricular Activities, 9/16/2010 (adopted) Athletics Website Team Listings Coach Job Postings Athletics Schedules Athletic Budget (Ed-Data) Uniform Rotation Chart Athletic Handbook</p>	
<p>Provides comparable facilities for male and female teams.</p>	<p>Yes</p>	<p>Board Policy and Regulation 2260, Equity in School and Classroom Practices, 10/10/2024 (revised) Board Policy 5750, Equitable Educational Opportunity, 10/10/24 (revised) Board Policy 2430, Co-curricular Activities, 9/16/2010 (adopted) Athletics Schedules Athletics Website Athletics Handbook Boys and Girls Wrestling Invitationals Boys and Girls sports share most facilities Field/Court Doc</p>	

Comprehensive Equity Plan Statement of Assurance

(to be Submitted with the Three-Year CEP)

School District, Charter School or Renaissance School Project Information School Year 2025-2026

Name of County: **Middlesex County**

Name of School District/Charter School/Renaissance School Project: **East Brunswick Public Schools**

Address: **760 Route 18, East Brunswick, NJ 08816**

Affirmative Action Office (AAO):

Telephone #:

AAO Email:

Alternate Contact Person:

Telephone #:

Title:

Email:

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan within 60 days of certification of completion by the Executive County Superintendent.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title: **Dr. Victor P. Valeski, Superintendent of Schools**

Signature: _____

Date: _____